



## Grocery Employee Hazard Pay Ordinance Fact Sheet



On August 3, 2022, City Council voted to suspend the requirement to provide hazard pay under the [Grocery Employee Hazard Pay \(GEHP\) ordinance](#). **This suspension is effective on September 2, 2022.** Under the GEHP ordinance, certain grocery businesses in Seattle were required to pay \$4 per hour to their employees beginning on February 3, 2021, until September 1, 2022. Beginning on September 2, 2022, the following requirements apply:

- **Suspension of hazard pay:** the law no longer requires covered employers to pay hazard pay of \$4 per hour to employees.
- **Notice of rights:** covered employers must provide a Notice of Rights for a period of one year until September 2, 2023.
- **Enforcement:** Employees with complaints that their employer failed to pay hazard pay between February 3, 2021, and September 1, 2022, can still contact the Office of Labor Standards (OLS) with their complaints for three years (until September 3, 2025). Please do not delay contacting the office to ensure you may exercise your rights under this ordinance. You can contact OLS by calling [\(206\) 256-5297](tel:2062565297) or contact us online by filling out this form [\(click here\)](#).

### Which companies must comply with this law?

This law applies to Grocery Businesses, which are retail stores that are either:

1. Over 10,000 square feet in size and primarily engaged in retailing groceries; or
2. Over 85,000 square feet, with 30 percent or more of its sales floor area dedicated to sale of groceries.

“Groceries” include, but are not limited to fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods. To be covered by this law, the business must employ more than 500 employees worldwide. The law does **not** impact convenience stores or food marts primarily selling a limited line of goods.

### Which grocery employees are owed hazard pay?

This law applies to employees who work for a covered Grocery Business at a retail location in Seattle.

### How much hazard pay is owed?

Employees must receive at least **\$4 per hour** in hazard pay. Hazard pay is in addition to compensation, bonuses, commissions, and tips owed to a grocery employee for services provided.

Grocery Businesses are prohibited from taking steps to reduce other employee compensation because of this ordinance.

### Grocery Businesses must:

- Pay hazard pay at the same time compensation is normally provided for their hours worked;
- Separately identify hazard pay from other compensation on paychecks;
- Issue their employees an updated Notice of Employment Information, as required by the Wage Theft Ordinance; and
- Provide workers with written notice of the rights granted by this law by March 5, 2021, including the right to be free from retaliation. This notice must be in English and the primary languages of the workers at the store.

## SEATTLE OFFICE OF LABOR STANDARDS

Our mission is to advance labor standards through thoughtful community and business engagement, strategic enforcement, and innovative policy development, with a commitment to race and social justice.

### Our Services

Investigation of complaints  
Outreach to workers  
Technical assistance for business  
Resources and referrals

Language interpretation and translation available. Accommodations for persons with disabilities are provided. Services are free.

### More Information

Call: (206) 256-5297  
Email: [laborstandards@seattle.gov](mailto:laborstandards@seattle.gov)  
Visit: [seattle.gov/laborstandards](http://seattle.gov/laborstandards)